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FILE

Training 3.1

11 March 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting to Discuss Report on Attitudes of Agency Officers

1. The Inspector General convened on 11 March 1970 a meeting of the Committee on New Young Professionals to discuss the report of the Psychological Services Staff/OMS entitled, "A Survey of Job-Related Attitudes of Five-and Ten-Year Officers." Mr. [] also attended as Directorate representatives on the Committee. The report had been distributed previously to the senior members of the Committee and the more junior members were permitted to read the report shortly in advance of the meeting.

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2. Mr. Stewart indicated that he was desirous of receiving the views of those present as to whether the report is clearly presented, whether the findings are understandable, whether the reasons for the various findings are adequately expressed and how the report might be put to uses beneficial to the Agency. He also indicated that separate analysis of the questionnaires completed by the five and ten year group from each Directorate would be made available to their respective Directorates about mid-April.

3. Dr. [] described the methodology used in the report and compared it with that used for the job attitude study of recent EOD's completed in November 1968. He discussed in detail the analysis of the open-ended question asking for respondents' comments. There appeared to be a general consensus that the report is both clear and understandable. One participant observed that the Management Advisory Group has apparently preempted the work of the Committee on New Professionals. Mr. Stewart indicated that he could envisage useful application of the findings of the report by more than one group.

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4. Mr. [] described the Office of Personnel's inquiries into various related matters such as the reasons for resignations, and related how the findings of the report might profitably be utilized in personnel management. Discussion turned to the question of sampling the attitudes of still more senior groups in the Agency such as 15 and 20 year employees or GS-14's and 15's in order to, as the DD/P representative stated, get at the question of morale in the Clandestine Service.

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5. Mr. Stewart stated that the Director has read the report and asked that it be read by each of the Deputy Directors prior to his meeting with them on the weekend of 21 March. At Mr. [] suggestion Mr. Stewart agreed to one final meeting of the Committee at the end of April when the analysis of attitudes on a Directorate basis will have been completed.

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6. Mr. [] each provided pertinent comments during the course of the discussion. Due to my role as eleventh-hour stand-in, my comments were limited to commending those who had worked on the report and to suggest that the reading by top management offers considerable opportunity for the report to serve a useful purpose.

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Support Operations Staff/DD/S

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